

CITY OF MUSKEGON

PUBLIC SAFETY DIRECTOR RECRUITMENT

Closing: March 11, 2022



Muskegon Central Fire Station



ABOUT MUSKEGON

Muskegon is a premier community along the shore of Lake Michigan. Muskegon boasts an ideal location, with 2+ miles of Lake Michigan shoreline, 6+ miles of Muskegon Lake shoreline, more than a thousand acres of parkland, affordable urban living opportunities, and access to dozens of world-class cultural amenities.

The neighborhoods that makeup Muskegon have set the standard for upholding our long-treasured traditions and nurturing a strong sense of community. With nearly 38,000 residents, the diversity of our neighborhoods helps define our community. Residents play an active role in our community, through numerous civic and service groups. Our public safety department enjoys a strong and collaborative relationship with our community

Each year, Muskegon is home to more than 2 Million visitors. Events throughout the city attract a wide variety of interest for both local residents and tourists. Our city is currently home to the annual Michigan Irish Music Festival, the only craft beer festival on Lake Michigan, Michigan's premier motorcycle rally, USHL hockey's Muskegon Lumberjacks, the new \$22 Million VanDyk Mortgage Convention Center, and a cruise port that hosts dozens of Great Lakes cruise ships each summer.

Our City is also home to many great public and private educational facilities. Our colleges include Baker College, the Culinary Institute of Michigan, and Muskegon Community College. Our K-12 schools include Muskegon Public Schools, Muskegon Catholic Central, Orchard View Schools, and numerous private and charter school opportunities.

Our City is home to a diverse economy – including significant employment in the healthcare, aerospace, automotive, health sciences, military, and tourism/hospitality markets. Our major regional employers include Trinity Health, Howmet Aerospace, GE Aviation, Coles Quality Foods, Pace Industries, FomCore, Lorin Industries, and ADAC Automotive.

The future of Muskegon is bright, and all of our neighborhoods are experiencing significant

investment. Over the past five years, our city has benefited from more than \$1 Billion in new medical, commercial, industrial, and residential investment.

Mercy Health Muskegon recently completed construction of a nearly \$300 Million hospital, while significant new residential developments are underway on Muskegon Lake, and the city is in the midst of a \$30+ Million program to construct more than 250 new homes in our core neighborhoods.

PUBLIC SAFETY DEPARTMENT

The Muskegon Department of Public Safety is comprised of the Muskegon Police Department, the Muskegon Fire Department, and the Muskegon Building Code Enforcement Department. The 2021-22 Department budget is \$15 Million.

The Muskegon Police Department was recently accredited by the Michigan Association of Chiefs of Police. MPD has 91 budgeted positions, including a robust command staff, patrol division, community policing division, detective bureau, records division, administration, and parking enforcement. Command staff is represented by the Fraternal Order of Police. Non-command staff is represented by the Police Officers Labor Council. Records staff is represented by Service Employees International Union.

The Muskegon Fire Department currently has 29 full time positions. The Deputy Director of Fire is the only non-represented position in the department, and reports directly to the Public Safety Director. The remaining firefighters and command staff are represented by the Muskegon Professional Firefighters Association.

The Muskegon Building Code Enforcement Department has been subcontracted to SAFEbuilt. SAFEbuilt has provided this service to the City for nearly a decade. Services provided by SAFEbuilt and overseen by the Director of Public Safety include all building trade inspections, all environmental code enforcement (grass, blight, etc.), and all dangerous and abandoned building enforcement.



THE POSITION

The Director of Public Safety is an important member of the City's leadership team. Reporting directly to the City Manager, the Director of Public Safety is one of only four division head positions in organization. The position is responsible for planning, developing and directing a complete program of public safety to protect the lives and property of the public and to preserve peace in the City. The director establishes department-wide goals and objectives, acts as spokesperson for the City regarding public safety issues, and interacts with other agencies to assure a comprehensive and coordinated approach to public safety services provision.

THE IDEAL CANDIDATE

The City is seeking candidates who have strong communication and outstanding interpersonal skills to lead this well-run department. Complementing these outstanding skills, professional expertise will also include the ability to provide management and oversight to a talented workforce.

The ideal candidate will be a competent and proven organizational leader, and should be a motivated self-starter that is able to function at a high level with only general oversight and little day-to-day supervision. Our candidate should be prepared to frequently exercise independent judgment in day-to-day administration of the Public Safety Department.

Candidates for consideration will have a demonstrated track record of success in providing public safety services, and will be known for an approachable and open management style that provides exceptional customer service, timely resolution of issues, and collaboration to support the community. Candidates will be skilled in presenting all options and alternatives in a public forum for engaged debate and consideration, while also working together in a pro-active fashion to address issues.

The candidate should have significant experience in collective bargaining, budgeting and project

management. Experience with major organizational change is a highly-desirable trait for the new director. Experience in a community policing environment and a track record of embracing innovative solutions is desirable.

Minimum qualifications include:

- Master's Degree in criminal justice, fire services, or a related field;
- Ten or more years of progressively more responsible experience in public safety including at least four years of management experience;
- Certification by the Michigan Commission on Law Enforcement (MCOLES) and graduation from an advanced management program such as the FBI Academy or Staff and Command School;
- Michigan Firefighters Training Council Certification as Fire Officer I and II, or ability to receive certification within 180 days of employment

COMPENSATION

The City of Muskegon is prepared to provide a highly competitive salary to the right candidate. The expected base pay will be up to \$118,000. The city is prepared to provide relocation incentives that include a 6% residency bonus, relocation cost reimbursement, and down payment assistance. The city also provides a traditional employee benefit package. The Public Safety Director will also have access to a city-issued vehicle and cellular phone.

CONSIDERATION

To be formally be considered a candidate for this position, individuals will be required to submit a compelling cover letter and comprehensive resume to Frank Peterson, Muskegon City Manager at frank.peterson@shorelinecity.com no later than 5:00 PM March 11, 2022.

Candidates are encouraged to conduct further research on the organization and our community at the following websites:

[MACP Accreditation](#)
www.shorelinecity.com
www.watchmuskegon.org

The City of Muskegon is an Equal Opportunity Employer